



New Mexico State Personnel Office

2600 Cerrillos Road
Santa Fe, New Mexico 87505-0127

Classification Description

SPEECH-LANGUAGE PATHOLOGISTS

<u>Class Title</u>	<u>Class Code</u>	<u>Pay Band</u>	<u>Alt Pay Band*</u>
Speech-Language Pathologists-B	K1127B	55	65
Speech-Language Pathologists-O	K1127O	60	70
Speech-Language Pathologists-A	K1127A	65	75

**In accordance with SPB Rule 1.7.4.10 NMAC, the assignment to alternative pay bands shall be reviewed annually to determine their appropriateness.*

Occupation Description

Assess and treat persons with speech, language, voice, and fluency disorders. Mays elect alternative communication systems and teach their use. May perform research related to speech and language problems.

Nature of Work

Speech-language pathologists assess, diagnose, treat, and help to prevent disorders related to speech, language, cognitive-communication, voice, swallowing, and fluency. They work with people who cannot produce speech sounds or cannot produce them clearly; those with speech rhythm and fluency problems, such as stuttering; people with voice disorders, such as inappropriate pitch or harsh voice; those with problems understanding and producing language; those who wish to improve their communication skills by modifying an accent; and those with cognitive communication impairments, such as attention, memory, and problem-solving disorders. They also work with people who have swallowing difficulties. Speech-language pathologists use special instruments and qualitative and quantitative assessment methods, including standardized tests, to analyze and diagnose the nature and extent of impairments.

Distinguishing Characteristics of Levels

Note: Examples of Work are intended to be cumulative for each progressively higher level of work. The omission of specific statements does not preclude management from assigning other duties which are reasonably within the scope of the duties.

Basic

- Employees in this Role assist in the evaluation of and treatment of communicative disorders.
- Employees learn to conduct hearing tests and develop and perform appropriate therapies.

Recommended Education and Experience for Full Performance

Master's Degree in Speech-Language Pathology (Communicative Disorders) is required for this position and one (1) year of experience or (CCC) Certificate of Clinical Competence with graduate practicum experience in Traumatic Brain Injury, Cerebral Vascular Accident and Dysphasia and/or 300 clinical hours (CF) clinical fellow.

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Minimum Qualifications

Master's Degree in Speech-Language Pathology (Communicative Disorders) is required for this position and six (6) months of experience or (CCC) Certificate of Clinical Competence with graduate practicum experience in Traumatic Brain Injury, Cerebral Vascular Accident and Dysphasia and/or 300 clinical hours (CF) clinical fellow.

Operational

- Employees in this Role independently provide comprehensive evaluation and treatment of communication disorders involving voice, speech and language.
- Employees conduct written and oral tests.
- Employees diagnose and develop individual speech therapy plans.

Recommended Education and Experience for Full Performance*

Master's Degree in Speech-Language Pathology (Communicative Disorders) is required for this position and two (2) years of experience or (CCC) Certificate of Clinical Competence with graduate practicum experience in Traumatic Brain Injury, Cerebral Vascular Accident and Dysphasia and/or 300 clinical hours (CF) clinical fellow.

Minimum Qualifications

Master's Degree in Speech-Language Pathology (Communicative Disorders) is required for this position and one (1) year of experience or (CCC) Certificate of Clinical Competence with graduate practicum experience in Traumatic Brain Injury, Cerebral Vascular Accident and Dysphasia and/or 300 clinical hours (CF) clinical fellow.

Advanced

- Employees in this Role administer and interpret speech, language and hearing tests and provide appropriate therapy in the most complex cases.
- Employees provide in-service/consultation to medical directors, nurses and others involved in health care and design, implement, and evaluate speech and language therapy programs.

Recommended Education and Experience for Full Performance

Master's Degree in Speech-Language Pathology (Communicative Disorders) is required for this position and four (4) years of experience or (CCC) Certificate of Clinical Competence with graduate practicum experience in Traumatic Brain Injury, Cerebral Vascular Accident and Dysphasia and/or 300 clinical hours (CF) clinical fellow.

Minimum Qualifications

Master's Degree in Speech-Language Pathology (Communicative Disorders) is required for this position and two (2) years of experience or (CCC) Certificate of Clinical Competence with graduate practicum experience in Traumatic Brain Injury, Cerebral Vascular Accident and Dysphasia and/or 300 clinical hours (CF) clinical fellow.

Knowledge and Skills

*Note: This information has been produced by compiling information and documentation provided by O*NET. O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.*

Knowledge

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

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Therapy and Counseling — Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Clerical — Knowledge of administrative and clerical procedures and systems such as word processing, managing files and records, stenography and transcription, designing forms, and other office procedures and terminology.

Medicine and Dentistry — Knowledge of the information and techniques needed to diagnose and treat human injuries, diseases, and deformities. This includes symptoms, treatment alternatives, drug properties and interactions, and preventive health-care measures.

Sociology and Anthropology — Knowledge of group behavior and dynamics, societal trends and influences, human migrations, ethnicity, cultures and their history and origins.

Administration and Management — Knowledge of business and management principles involved in strategic planning, resource allocation, human resources modeling, leadership technique, production methods, and coordination of people and resources.

Computers and Electronics — Knowledge of circuit boards, processors, chips, electronic equipment, and computer hardware and software, including applications and programming.

Skills

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Speaking — Talking to others to convey information effectively.

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Reading Comprehension — Understanding written sentences and paragraphs in work related documents.

Monitoring — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

Complex Problem Solving — Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

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Judgment and Decision Making — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

Learning Strategies — Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.

Active Learning — Understanding the implications of new information for both current and future problem-solving and decision-making.

Statutory Requirements: All applicants for this position must be licensed in accordance with Speech-Language Pathology, Audiology and Hearing Aide Dispensing Practices, 61-14B-1 through 61-14B-25 NMSA 1978 and 16.26.1 through 16.26.10 NMAC, as applicable.

You must include your license or certificate number in the "License" section of the application form.

Conditions of Employment: Working Conditions for individual positions in this classification will vary based on each *agency's utilization, essential functions, and the recruitment needs* at the time a vacancy is posted. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Default FLSA Status: Non-Exempt. FLSA status may be determined to be different at the agency level based on the agency's utilization of the position.

Bargaining Unit: This position may be covered by a collective bargaining agreement and all terms/conditions of that agreement apply and must be adhered to.

Established: 07/07/2001 **Revised:** 9/20/2011

**Adapted from the United States Bureau of Labor Statistics and are intended to illustrate the typical education and experience required for this occupation.*

Note: Classification description subject to change. Please refer to the SPO website www.spo.state.nm.us to ensure this represents the most current copy of the description.